

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

## SECTION I - General Information

1. Name and Mailing Address of Respondent

HILL COUNTRY TELEPHONE COOPERATIVE, INC  
P O BOX 768  
INGRAM, TX 78025☐ Check here if this  
is a change of  
address.

2. Year Report Filed

2017

3. Reporting Period (Ending Date of Pay  
Period Covered by Report)

FEB 11, 2017

4. Number of Full-Time Employees during Selected  
Reporting Period (check one):  
a. ☐ Fewer than 16 (complete Sections I, IV, and V only)  
b. ☒ 16 or more (complete all sections)

## SECTION II - Full-Time Employees.

Number of Employees (Report employees in only one category)															
Race/Ethnicity															
Job Categories	Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
			Male								Female				
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
Executive/Senior Level Officials and Managers	1.1	0	0	2	0				0	0		0		2	
First/Mid-Level Officials and Managers	1.2	1	1	10	0				2	0		0		14	
Professionals	2	0	3	5	0				1	1		0		10	
Technicians	3	3	0	18	0				1	0		0		22	
Sales Workers	4	0	0	2	0				2	0		0		4	
Administrative Support Workers	5	2	3	7	0				18	0		0		30	
Craft Workers	6	4	0	14	3				0	0		0		21	
Operatives	7													0	
Laborers and Helpers	8													0	
Service Workers	9													0	
TOTAL	10	10	7	58	3	0	0	0	24	1	0	0	0	103	
PREVIOUS YEAR TOTAL	11	6	7	57	3	0	0	0	22	1	0	0	0	96	

## SECTION III - Part-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)														
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
				Male						Female						
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
Executive/Senior Level Officials and Managers	1.1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
		0	0	0	0					0	0		0			0
First/Mid-Level Officials and Managers	1.2	0	0	0	0					0	0		0			0
Professionals	2	0	0	0	0					0	0		0			0
Technicians	3	0	0	1	0					0	0		1			2
Sales Workers	4	0	0	0	0					0	0		0			0
Administrative Support Workers	5	0	0	0	0					0	0		0			0
Craft Workers	6	0	0	0	0					0	0		0			0
Operatives	7															0
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	0	0	1	0	0	0	0	0	0	0	0	1	0	0	2
PREVIOUS YEAR TOTAL	11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1

## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.169, 101.4, and 101.311.

☐ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.

☒ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company.  
(Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, the number or other designation, and current status or disposition.)

## SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	05/01/2017	Typed or Printed Name of Person Signing	ALAN LINK	Signature		Telephone No.	(830) 367-5333
Title of Person Signing		CHIEF EXECUTIVE OFFICER		WILL FULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).			

**Attachment A**

**ABRIGO VS. HCTC**

In March 2017, former employee Ascension Abrigo filed an EEOC charge against HCTC, which was dismissed by the EEOC on March 10, 2017. We never received a copy of the actual charge, so are unaware what it alleged or whether it stated a reportable risk. The EEOC's dismissal was a 'right to sue' notice giving Mr. Abrigo 90 days from receipt of notice to file a federal suit for discrimination.

AL/bf  
05/01/2017